

## Message Text

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PAGE 01 PANAMA 03261 111706Z  
ACTION ARA-10

INFO OCT-01 ISO-00 SAB-01 SS-14 INR-05 L-01 SP-02  
PM-03 /037 W  
-----072216 111712Z /43  
R 111701Z MAY 78  
FM AMEMBASSY PANAMA  
TO SECSTATE WASHDC 6956

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STADIS////////////////////////////////

LIMDIS

E.O. 11651: NA  
TAGS: ELAB, PN, PQ  
SUBJECT: COLLECTIVE BARGAINING IN CANAL ZONE

1. ON MAY 10 PANCANAL AND USSOUTHCOM DISTRIBUTED TO  
EMPLOYEE UNIONS A MEMORANDUM FROM CANAL ZONE CIVILIAN  
PERSONNEL POLICY COORDINATING BOARD (CZCPPCB) PROPOSING  
CONSULTATION AND OPTIONS FOR A SYSTEM OF EXCLUSIVE  
RECOGNITION AND COLLECTIVE BARGAINING FOR THOSE AGENCIES.

2. MEMORANDUM ATTACHES A DRAFT "JOINT POLICY" STATEMENT,  
WHICH WOULD BE SIGNED AND ISSUED BY SECRETARY OF ARMY.  
THIS IS CLOSELY MODELED ON EO 11491, BUT SUBSTITUTES  
SECARMY OR A BOARD APPOINTED BY HIM FOR NORMAL EO 11491  
ENFORCEMENT/APEAL MACHINERY. MEMO PROPOSES FIVE OPTIONS,  
RANGING FROM DIRECT APPLICATION OF EO 11491 TO ALL EM-  
PLOYEES OF BOTH AGENCIES, TO SEPARATE VARIATIONS OF A NEW  
JOINT POLICY APPLICABLE TO EACH OF FOUR CATEGORIES, I.E.,  
US AND NON-US CITIZENS, PANCANAL AND DOD EMPLOYEES. ALSO  
ATTACHED TO MEMO IS A DISCUSSION OF PROS AND CONS OF EACH  
OPTION (INCLUDING REFERENCE TO EASE OF TRANSFER OF SYSTEM  
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PAGE 02 PANAMA 03261 111706Z

UNDER SOME OPTIONS TO PANAMANIAN CONTROL) BUT CONTAINS NO  
CONCLUSIONS OR RECOMMENDATIONS, TENTATIVE OR OTHERWISE.  
3. UNIONS ARE INVITED TO A MEETING WITH CZCPPCB (I.E.,  
ASSISTANT SECARMY FOR CIVIL WORKS, GOVERNOR, CINC) TO  
DISCUSS MEMO AND PROVIDE ORAL COMMENTS ON MAY 18  
AND ARE ASKED FOR WRITTEN COMMENTS BY JUNE 2.

4. CANAL ZONE AGENCIES, AND CZCPPCB IN ESTABLISHING WORKING GROUP WHICH DEVELOPED THIS PACKAGE, HAVE STATED THIS WAS DONE IN DIRECT RESPONSE TO GOVERNOR'S PLEDGE AT END OF MARCH 1976 SICKOUT TO IMPLEMENT A COLLECTIVE BARGAINING SYSTEM. HOWEVER, DRAFT JOINT POLICY DOCUMENT BEARS FULL TITLE "JOINT PANAMA CANAL COMMISSION/DEPARTMENT OF DEFENSE LABOR RELATIONS POLICY". THROUGHOUT THIS DRAFT, ALL REFERENCES ARE TO PANAMA CANAL COMMISSION, RATHER THAN TO PANAMA CANAL COMPANY/CANAL ZONE GOVERNMENT. THUS, DESPITE RELATIONSHIP TO GOVERNOR'S EARLIER PLEDGE, TEXT EXPLICITLY RELATES THIS DOCUMENT IN INTENT TO THE SITUATION WHICH WILL PREVAIL ON THE ISTHMUS ONLY AFTER ENTRY INTO FORCE OF THE NEW TREATIES AND CONSEQUENT SUBSTITUTION OF COMMISSION FOR COMPANY/GOVERNMENT. EMBASSY CAN SEE A FEW ASPECTS OF DRAFT IN WHICH TOO-LITERAL ADAPTATION OF EO 11491 LANGUAGE MAY FAIL TO TAKE ADEQUATE ACCOUNT OF FACT THAT THIS SYSTEM, IF ADOPTED FOR POST-TREATY APPLICABILITY AS REFERENCES TO COMMISSION INDICATE, WOULD BE IMPLEMENTED BY USG IN A FOREIGN COUNTRY AND TOWARD FOREIGN NATIONALS AND UNIONS REPRESENTING THEM.

5. SINCE IT HAS BEEN DISTRIBUTED TO UNIONS, MEMORANDUM AND ATTACHMENTS MAY BE PRESUMED TO BE IN PUBLIC DOMAIN HERE. WE DOUBT THAT LOCAL PRESS WILL PUBLISH ENTIRE (LENGTHY) TEXT, BUT INTERESTED PANAMANIAN GOVERNMENT LIMITED OFFICIAL USE

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PAGE 03 PANAMA 03261 111706Z

OFFICIALS ARE NORMALLY PROMPTLY PROVIDED WITH COPIES OF SUCH PUBLIC DOCUMENTS BY PANAMANIAN-CITIZEN UNION LEADERS EVEN WHEN MEDIA DO NOT CARRY THEM.

6. NO OFFICIAL OR MEDIA PANAMANIAN REACTION OBSERVED AT THIS EARLY STAGE. COPY OF MEMORANDUM POUCHED ARA/PAN - CAMAUR. IN VIEW OF NORMAL DELAY OF SEVERAL DAYS IN POUCHING, DEPARTMENT MAY BE ABLE TO OBTAIN ANOTHER COPY MORE EXPEDITIOUSLY BY REQUESTING IT FROM OFFICE OF ASSISTANT SECARMY FOR CIVIL WORKS. JORDEN

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## Message Attributes

**Automatic Decaptioning:** Z  
**Capture Date:** 01 jan 1994  
**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** COLLECTIVE BARGAINING, CANALS  
**Control Number:** n/a  
**Copy:** SINGLE  
**Draft Date:** 11 may 1978  
**Decaption Date:** 20 Mar 2014  
**Decaption Note:** 25 YEAR REVIEW  
**Disposition Action:** RELEASED  
**Disposition Approved on Date:**  
**Disposition Case Number:** n/a  
**Disposition Comment:** 25 YEAR REVIEW  
**Disposition Date:** 20 Mar 2014  
**Disposition Event:**  
**Disposition History:** n/a  
**Disposition Reason:**  
**Disposition Remarks:**  
**Document Number:** 1978PANAMA03261  
**Document Source:** CORE  
**Document Unique ID:** 00  
**Drafter:** n/a  
**Enclosure:** n/a  
**Executive Order:** N/A  
**Errors:** N/A  
**Expiration:**  
**Film Number:** D780200-0934  
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**From:** PANAMA  
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**ISecure:** 1  
**Legacy Key:** link1978/newtext/t19780569/aaaacgrd.tel  
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**Litigation Code IDs:**  
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**Litigation History:**  
**Locator:** TEXT ON-LINE, ON MICROFILM  
**Message ID:** 01178ea0-c288-dd11-92da-001cc4696bcc  
**Office:** ACTION ARA  
**Original Classification:** LIMITED OFFICIAL USE  
**Original Handling Restrictions:** STADIS, LIMDIS  
**Original Previous Classification:** n/a  
**Original Previous Handling Restrictions:** STADIS  
**Page Count:** 2  
**Previous Channel Indicators:** n/a  
**Previous Classification:** LIMITED OFFICIAL USE  
**Previous Handling Restrictions:** STADIS, LIMDIS  
**Reference:** n/a  
**Retention:** 0  
**Review Action:** RELEASED, APPROVED  
**Review Content Flags:**  
**Review Date:** 05 may 2005  
**Review Event:**  
**Review Exemptions:** n/a  
**Review Media Identifier:**  
**Review Release Date:** N/A  
**Review Release Event:** n/a  
**Review Transfer Date:**  
**Review Withdrawn Fields:** n/a  
**SAS ID:** 2720590  
**Secure:** OPEN  
**Status:** NATIVE  
**Subject:** COLLECTIVE BARGAINING IN CANAL ZONE  
**TAGS:** ELAB, PN, PQ  
**To:** STATE  
**Type:** TE  
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**Review Markings:**  
Sheryl P. Walter  
Declassified/Released  
US Department of State  
EO Systematic Review  
20 Mar 2014  
**Markings:** Sheryl P. Walter Declassified/Released US Department of State EO Systematic Review 20 Mar 2014